



February is Relationship Wellness Month and reminds us of the importance of building and maintaining healthy relationships.

## Becoming Your Best Self

ConGlobal's Thrive Wellness program helps employees succeed in every aspect of their lives.



# The power of healthy relationships at work

Research confirms that our desire to feel seen, heard, and recognized is fundamentally human. At work, we all place enormous value on our relative roles and relationships with other team members. These five core principles will help your work and personal relationships flourish.

**Transparency and authenticity**—healthy relationships require clear, consistent, healthy, and open communication which itself is the key element in trust. Without these qualities, people often feel disregarded and dehumanized.

**Inspiration**—one of the biggest predictors of relationship satisfaction is the ability for people to maintain positive images of each other. When someone sees the best in us, it motivates and inspires us to become even better.

**Emotional intelligence**—how you handle emotions (especially the big, bad, negative ones) is critical to your ability to navigate inevitable conflicts. Research shows that our relationships thrive when we can occasionally put the needs of the relationship ahead of our own.



**Self-care**—maintaining a connection with others requires maintaining our balance and sanity. Learn which mental states burn you out faster and set aside time to focus on nurturing your own energy. Its impossible to nurture and honor the mental balance and health of others if you are not attending to your own.

**Values**—when goals are communicated clearly, it allows the team to share the same mental model, allowing them to approach projects and tasks with the same sets of expectations and priorities. Feeling connected to others requires being on the same page emotionally as well as intellectually.



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thrive



**Check your mailbox for your W-2!**

**We've mailed your tax documents to the address on file in Dayforce.**

Did you know that the IRS offers free tax help for qualifying taxpayers?

IRS's Volunteer Income Tax Assistance (VITA) services are a free, reliable, and trusted source for preparing tax returns. All VITA/TCE volunteers who prepare returns must take and pass tax law training that meets or exceeds IRS standards.

To locate the nearest VITA or TCE site near you, use the VITA Locator Tool at <https://bit.ly/3wcmsP7> or call [800-906-9887](tel:800-906-9887).



## Don't forget to use your Flexible Spending Account (FSA) before March 15!

FSA's have a "use-it-or-lose-it" rule, which means you must incur qualifying medical expenses by the last day of the plan year (December 31). However, our plan has a grace period until March 15.

**And if you don't spend it by March 15, you'll forfeit it.**

Looking for ways to spend your savings? Stock up on over-the-counter medications, dental care, vision care including glasses or contacts, baby products, hearing aids, first aid, or smoking cessation gum or patches.



# The benefits of knowing your strengths, now, rather than later

People who know their strengths and utilize them are happier, more productive, and more successful in reaching their objectives.

## So, how do you identify your strengths?

1. **Gather data**—sketch out your education, work history, and hobbies and try to find "bright spots" or times when things went unusually well or a time when you produced outstanding results. We don't often notice our strengths because what we're good at feels easy and natural.
2. **Reflect on a few questions to clarify your strengths.**
  - a. What doesn't feel like work, but is?
  - b. When do you feel the most energized?
  - c. Where do you feel most determined?
3. **Use research-backed lists of skills to generate ideas**—check out the skills list used by the US Bureau of Labor Statistics: <https://bit.ly/3wjO2u8>.
4. **Ask around**—A great way to find out more about yourself is to ask people you like, trust, and respect what they think you're best at.

Usually, your strengths don't really change over time; how you use your talents within those strengths does. Your strengths show up differently depending on the context or what's being asked.



# Have you heard of habit stacking?

Habit stacking takes advantage of connected behaviors by picking an existing habit and “stacking” a new one on top of it.

For instance, you want to get more exercise. You already have a habit of making a cup of coffee as part of your morning routine; stack an exercise habit on top of it by doing ten push-ups while waiting for it to brew. It's not the same as an hour at the gym, but it's a small, more realistic step toward reaching your goal.

Synaptic pruning is a neural phenomenon that makes habit stacking work. The more you continue with existing habits, the stronger the neural pathways become, and the more likely you'll be able to keep it going.



## Not sure where to start? Try these:

1. When I get out of bed, I'll do five minutes of stretching for agility.
2. When I sit down for dinner with my family, I'll ask each person about their day to strengthen my relationships.
3. When I have my weekly 1:1 with my manager, I'll use 30 minutes afterward to brainstorm ways to implement their feedback so I remember.

## 4 ways strength training helps us live longer & healthier

1. Plummets your risk of disease—The British Journal of Sports Medicine states doing 30 to 60 minutes per week of muscle-strengthening activities is associated with a decreased risk of dying from any cause.
2. Decreases obesity risk—strength training at least twice a week cuts the risk of obesity by as much as 30% compared to those who skip the weights. Resistance exercise boosts your metabolism to burn calories for the next 24 hours, preserves metabolically active muscle mass, and promotes muscle growth, something that decreases fat mass.
3. Keeps your brain sharp—in as little as six months of strength training, you can protect the brain areas susceptible to Alzheimer's disease and improve cognitive functioning.
4. Maintains your mood—Harvard Health found that people with mild to moderate depression who performed resistance training two or more days a week saw "significant" reductions in their symptoms compared with those who did not.



## 9 Heart-healthy foods to eat during American Heart Month

1 in 4 deaths in the US every year are from cardiovascular disease. February is American Heart Month, which raises awareness about heart disease and ways to prevent it.

Along with quitting tobacco, living an active lifestyle, and maintaining a weight that is best for your body, there are dietary choices that can have a profound effect on the health of your heart.

### The Top 9 Foods:

Walnuts  
Sorghum  
True Teas (like green tea)

Low-fat dairy  
Lentils  
100% orange juice

Salmon  
Dates  
Olive Oil







# When to go to the ER, Urgent Care, or your doctor

TELEHEALTH	DOCTOR'S VISIT	URGENT CARE	HOSPITAL ER	FREESTANDING ER
<p><b>Your Cost: \$0 Copay</b></p> <p><b>MDLive is an excellent, no-cost resource</b> when you or a family member have a health concern.</p> <p>MDLIVE helps with</p> <ul style="list-style-type: none"><li>• Allergies</li><li>• Ear problems</li><li>• Flu</li><li>• Fever</li><li>• Pink eye and more</li></ul>	<p><b>Your Cost: \$15-30, or 20% after deduction</b></p> <p><b>Your primary doctor is low-cost non-urgent care</b> for illnesses and injuries, vaccinations, exams, screenings, or specialist referrals.</p> <ul style="list-style-type: none"><li>• Generally, the best place to go for non-emergency care</li><li>• Establish medical history for future care</li></ul>	<p><b>Your Cost: \$35, or 20% after deduction</b></p> <p><b>Urgent care is moderately priced</b> care for illnesses and injuries that are not-life-threatening.</p> <ul style="list-style-type: none"><li>• Urgent care has extended hours (nights, weekends, and holidays)</li><li>• It can be used when your doctor's office is closed</li><li>• Many have online or phone check-in</li></ul>	<p><b>Your Cost: \$500, or 20% after deduction</b></p> <p><b>Hospital emergency rooms are fairly expensive</b> and should be used for serious or life-threatening emergencies.</p> <ul style="list-style-type: none"><li>• Open 24/7</li><li>• Long wait times</li><li>• Expect multiple bills for services (doctor, facility, and specialists)</li></ul>	<p><b>Your Cost: \$500, or 20% after deduction</b></p> <p><b>Freestanding emergency rooms are the most expensive option</b>, and you could be transferred to a hospital.</p> <ul style="list-style-type: none"><li>• Open 24/7</li><li>• Services don't include trauma care</li><li>• Many are out-of-network and charge more than your health plan's fees</li><li>• Charges extra facility and lab fees</li></ul>

\*Costs shown are for in-network services.



# Know where to go for care.

It's important that you know where to go for medical care when you need it. There are some big differences between visits to your primary care provider and visits to the emergency room, such as cost, time spent waiting for care, and follow up.

**Medical**, [mycigna.com](http://mycigna.com)  
Group # 3343748  
800-244-6224

**Included Health**,  
[includedhealth.com/conglobal](http://includedhealth.com/conglobal)  
1-800-929-0926

**Employee Assistance Program**,  
[mycigna.com](http://mycigna.com)  
877-622-4327

**STD & FMLA**,  
[voya.absenceresources.com](http://voya.absenceresources.com)  
844-206-4102

**Cigna Personalized support**  
Email:  
[conglobal@cignahealthcare.com](mailto:conglobal@cignahealthcare.com)

**Omada**,  
[omadahealth.com/conglobal](http://omadahealth.com/conglobal)  
888-409-8687

**Voluntary Plans**, [voya.com](http://voya.com)  
Group# 726940  
800-955-7736

**401(k)**, [principal.com](http://principal.com)  
Plan # 820829  
800-547-7754

**Prescription Drugs**, [caremark.com](http://caremark.com)  
RxGRP: RX21AV  
844-203-6363  
800-237-2767 (Specialty Rx)

**Dental**, [DeltaDentalLL.com](http://DeltaDentalLL.com)  
Group # 20497  
800-323-1743

**Life & AD&D**, [voya.com](http://voya.com)  
Group # 726940  
800-955-7736

**Pet Insurance**,  
[petinsurance.com/conglobal](http://petinsurance.com/conglobal)  
877-738-7874

**Telehealth MDLIVE 24/7**,  
[mycigna.com](http://mycigna.com)  
888-726-3171

**Vision**, [eyemed.com](http://eyemed.com)  
Group # 1022502  
866-939-3633

**Disability**, [voya.com](http://voya.com)  
Group # 726940  
800-955-7736

**Smart Connect**,  
[gps.smartmatch.com/conglobal](http://gps.smartmatch.com/conglobal)  
833-859-1314

**Flexible Spending Accounts**,  
[hrsimplified.com](http://hrsimplified.com)  
888-318-7472

